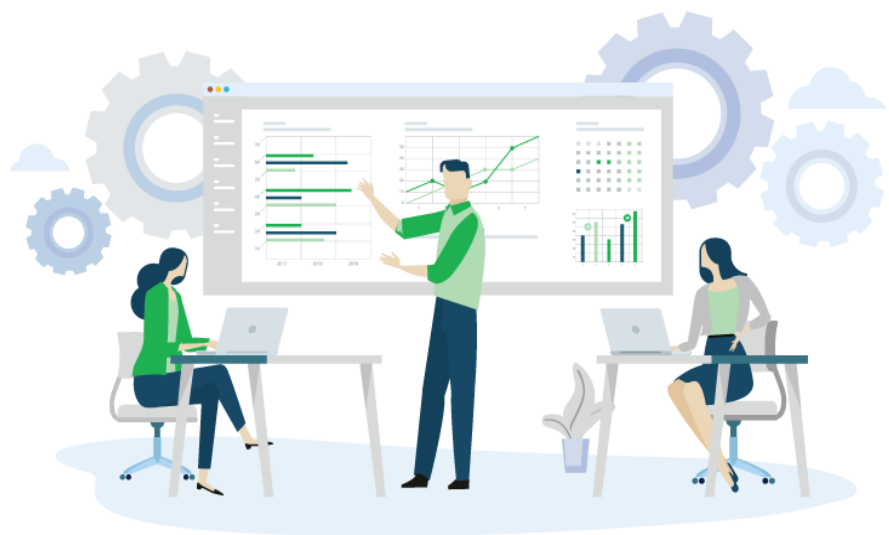


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# Simone Sample

Engineering Roles

## Engineering Competency Report



## Report Information

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This report has been generated using results from the Test Partnership Engineering Roles, which analyses a person's personal preferences, motives, and behavioural tendencies.

This report presents personality scales based on the candidate's own responses to behavioural questions. Research has shown that the self-reporting measures used in this questionnaire are a valid measure of how people behave in the workplace.

Scales have been generated by comparing the candidate's responses with the responses of thousands of other people, to give a comparison of personality traits in the form of sten scores.

Sten scores of 4, 5, 6, or 7 are considered to be within an 'average' range for the comparison group, whilst higher and lower sten scores suggest stronger and weaker preferences compared with the comparison group. It is important to note that low sten scores do not necessarily mean poor performance; they just mean a low tendency to exhibit that particular personality trait. Indeed in some roles it is preferable to display low tendencies towards certain personality traits.

The information contained in this report is confidential and should be stored securely.

The information in this report is likely to remain valid for up to 24 months from the date of taking the questionnaire.

### Disclaimer

This report has been computer-generated and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output. If the test was completed without supervision, the identity of the test-taker cannot be guaranteed.

Test Partnership accept no liability for the consequences of the use of this report.

## Report Sections

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### Full Personality Scales

This section gives a detailed view of the candidate's full personality profile presented on 20 scales. By providing a spectrum of personality traits, it's possible to focus on particular aspects of the candidate's personality.

### Summary Personality Profile





Since it's sometimes impractical or unnecessary to analyse every one of the personality traits contained in the first section, this summary profile recasts the candidate's personality traits in an aggregated, more tailored format for alternative interpretation.

### Summary Personality Profile Report





These pages act as narrative to support the Summary Personality Profile section. The report describes how the candidate's responses relate to each of the summary markers, and what their preferences indicate in practice.

## Full Personality Scales Report





### Adaptability and Resilience

<p><b>Collected</b> An individual's emotional consistency, rarely experiencing mood swings or negative emotional reactions.</p>		<p>Above average</p>
<p><b>Confidence</b> An individual's level of belief concerning their capability to overcome obstacles, setbacks and deterrents.</p>		<p>Well below average</p>
<p><b>Self-Directed</b> An individual's likelihood to feel in control, rarely feeling powerless over their life's direction.</p>		<p>Below average</p>
<p><b>Self-Esteem</b> An individual's perceived self-worth, concerning positive self-image and recognition of their own worth.</p>		<p>Well below average</p>





## Analytical

<p><b>Free-Thinking</b> An individual's propensity to question convention and tradition, in favour of alternative approaches.</p>		Average
<p><b>Inquisitive</b> An individual's propensity towards curiosity, acquiring new information and further understanding.</p>		Well below average
<p><b>Methodical</b> An individual's attention to detail and their propensity to conduct tasks in a meticulous way.</p>		Average
<p><b>Vigilance</b> An individual's consideration of consequences and avoidance of impulsive decision-making.</p>		Well below average





## Dedication and Commitment

<p><b>Drive</b> An individual's desire to succeed or excel in everything they do, often seeking to outperform others.</p>		<p>Below average</p>
<p><b>Goal Focus</b> An individual's preference for setting and achieving goals, gaining satisfaction from reaching targets.</p>		<p>Well below average</p>
<p><b>Perseverance</b> An individual's propensity to see long-term projects through to completion, even in the face of adversity.</p>		<p>Well below average</p>
<p><b>Persistence</b> An individual's likelihood of seeing a task through to completion, despite challenges, setbacks and obstacles.</p>		<p>Below average</p>

## Focused and Organised

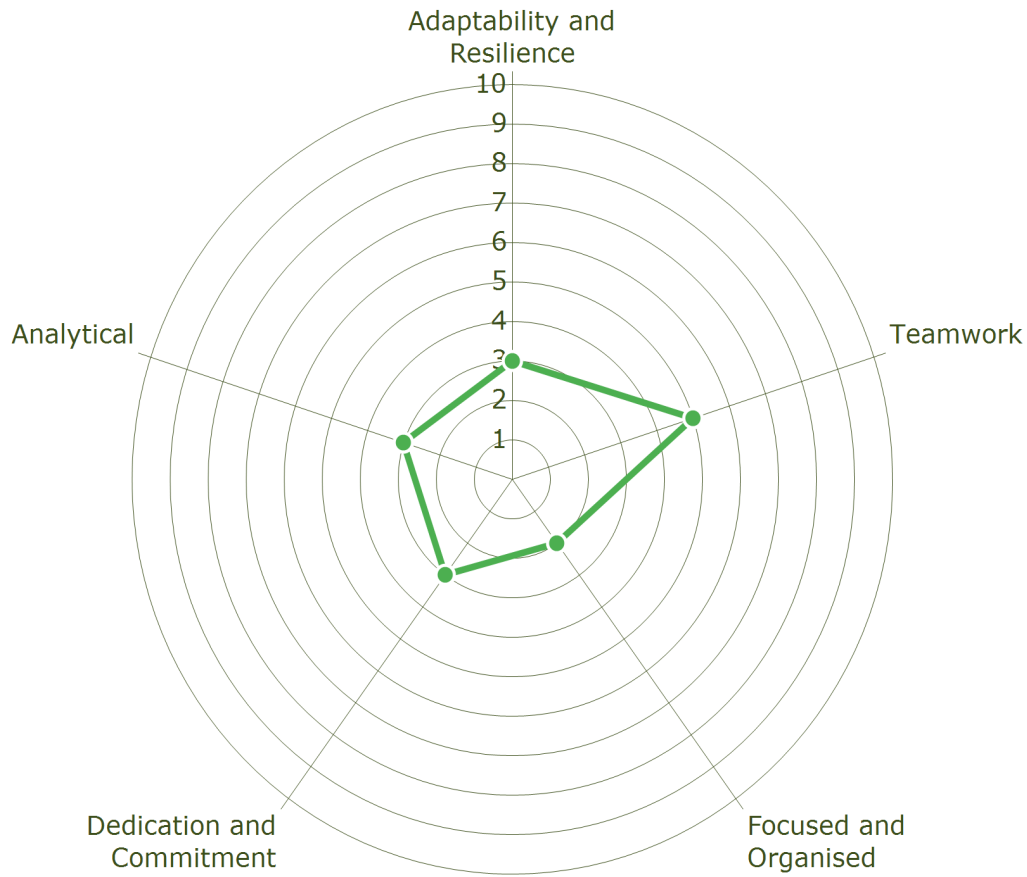
<p><b>Diligence</b> An individual's propensity to follow the rules, uphold procedure and fulfil their obligations.</p>		Well below average
<p><b>Discipline</b> An individual's likelihood to remain productive and maintain focus during necessary day-to-day tasks.</p>		Well below average
<p><b>Initiative</b> An individual's propensity towards proactivity, starting tasks autonomously without procrastination.</p>		Well below average
<p><b>Methodical</b> An individual's attention to detail and their propensity to conduct tasks in a meticulous way.</p>		Average

## Teamwork

<p><b>Connection Seeking</b> An individual's propensity to develop new social relationships and to expand upon existing ones.</p>		<p>Above average</p>
<p><b>Cooperative</b> An individual's propensity to avoid confrontation, cause upset or offence to other people.</p>		<p>Average</p>
<p><b>Positive Expression</b> An individual's awareness and recognition of positive emotion, feeling able to express this to others.</p>		<p>Average</p>
<p><b>Sociable</b> An individual's preference for group membership, participation in crowds and taking centre stage.</p>		<p>Average</p>



# Summary Personality Profile



## Adaptability and Resilience

Score: **3**

Adaptability and Resilience relates to an engineering professional's propensity to cope with stress and remain level-headed during particularly trying times. It also underpins an engineering professional's level of self-belief, allowing them to adapt well to change.

Adaptability and resilience are important in engineering roles because they enable engineers to effectively navigate and overcome challenges that arise in their work.

Adaptability refers to the ability to adjust to new situations and changing circumstances. In engineering, this can include changes in technology, new regulations, or shifting project requirements. Engineers who are adaptable can quickly learn new skills and technologies, and are able to adapt their work processes to meet new challenges. This allows them to remain productive and effective, even in the face of change.

Resilience, on the other hand, refers to the ability to recover from setbacks and failures. In engineering, this can include everything from equipment failures to project delays. Engineers who are resilient are able to bounce back from these setbacks and continue working towards their goals, rather than becoming discouraged or demotivated. This allows them to continue making progress on their projects and achieving their objectives, even in the face of adversity.

Together, adaptability and resilience allow engineers to remain effective in their roles, even in the face of changing circumstances and unexpected challenges. They enable engineers to learn from their mistakes, adapt to new situations, and continue making progress towards their goals. This is essential for achieving success in the fast-paced and ever-changing field of engineering.

In addition, Adaptability and Resilience are becoming increasingly important in today's engineering roles as technology is constantly evolving and new techniques and methodologies are being introduced on regular basis. Being able to adapt quickly to these changes is crucial to stay relevant and competitive in the field. Also, with more complex and challenging projects, engineers need to be able to handle pressure and overcome obstacles to deliver successful outcomes.

In summary, Adaptability and Resilience are essential traits for engineers to possess, as they allow them to navigate and overcome the challenges that inevitably arise in their work, and to continue making progress towards their goals, even in the face of adversity. These traits are becoming increasingly important in today's fast-paced and ever-changing field of engineering.

This score indicates a low level of Adaptability and Resilience, relative to the chosen norm group for this assessment.

## Analytical

Score: **3**

Analytics related to an engineering professional's propensity to carefully analyse and evaluate information. It also allows engineering professionals to think outside the box and engage their cognition to solve complex problems.

Being analytical is important in engineering roles because it allows engineers to break down complex problems and identify the underlying causes, which is essential for finding effective solutions. Engineers often work on projects that involve a wide range of technical and mathematical concepts, and being analytical allows them to understand and make sense of these concepts.

Being analytical also allows engineers to evaluate data and information in a logical and systematic way. This is essential for making decisions that are based on sound evidence and reasoning. Engineers often have to make decisions that have a significant impact on the outcome of a project, and being analytical allows them to ensure that their decisions are well-informed and sound.

Furthermore, being analytical allows engineers to identify patterns, trends and relationships in data, which can help them to predict future outcomes and make informed decisions. Engineers often work with large amounts of data and information, and being analytical allows them to extract insights and knowledge from this data, which can help them to optimise the performance of a system or product.

In addition, being analytical allows engineers to identify and evaluate different options and alternatives. This is essential for engineers to find the best solution for a particular problem, which can be challenging when there are multiple options available. Being analytical allows engineers to weigh the pros and cons of different options, and to select the one that best meets the project requirements.

Being analytical also plays an important role in testing and troubleshooting. Engineers need to be able to identify and analyse problems to determine the root cause of a problem. This is critical for identifying the best solution and preventing recurrence of the issue.

In conclusion, being analytical is important in engineering roles because it allows engineers to break down complex problems, evaluate data and information, identify patterns, trends and relationships, identify and evaluate different options and alternatives and troubleshoot. With the increasing complexity of projects and the need to make data-driven decisions, being analytical is an essential trait for engineers to possess in order to deliver successful outcomes.

This score indicates a low level of the Analytical competency, relative to the chosen norm group for this assessment.

## Dedication and Commitment

Score: **3**

Dedication and Commitment relates to an engineering professional's motivation and staying power when completing difficult tasks. It also suggests a high degree of achievement motivation, and a proclivity towards tackling tangible goals or objectives.

Dedication and commitment are important in engineering roles because they allow engineers to stay focused and motivated, even when faced with difficult and challenging tasks. Engineers often work on projects that are complex and demanding, and dedication and commitment are essential for seeing these projects through to completion.

Dedication refers to the willingness to put in the time and effort required to complete a task or project. Engineers who are dedicated are willing to put in the extra hours and work hard to ensure that their projects are completed on time and to a high standard. This is essential for ensuring that projects are completed successfully and that they meet the needs of the client or customer.

Commitment refers to the willingness to see a task or project through to completion, even when faced with obstacles or setbacks. Engineers who are committed are willing to persevere and continue working towards their goals, even when things get tough. This allows them to overcome challenges and achieve their objectives, which is essential for success in the field of engineering.

Together, dedication and commitment allow engineers to stay focused and motivated, even when faced with difficult and challenging tasks. They enable engineers to put in the time and effort required to complete projects and achieve their goals, and to persist in the face of obstacles and setbacks. This maximised the probability of achieving their goals, and finishing any major projects on time.

In addition, dedication and commitment are important in engineering roles because it reflects the quality of the work, which is essential for building trust and reputation with clients and customers. Engineers who are dedicated and committed to their work are more likely to deliver high-quality work that meets the needs of the client and exceeds their expectations.

In summary, dedication and commitment are important in engineering roles because they allow engineers to stay focused and motivated, even when faced with difficult and challenging tasks, they enable engineers to put in the time and effort required to complete projects, and persevere in the face of obstacles and setbacks. These traits are essential for achieving success in the demanding field of engineering and for building trust and reputation with clients and customers.

This score indicates a low level of the Dedication and Commitment competency, relative to the chosen norm group for this assessment.

## Focused and Organised

Score: **2**

Focusing and Organised relates to an engineering professional's propensity to remain consistent and diligent throughout their work. It also underpins an engineer's organisational ability, allowing them to more efficiently manage their workload.

Being focused and organised is essential in engineering roles because it allows engineers to efficiently and effectively complete tasks and projects.

When engineers are focused, they are able to concentrate their efforts on the task at hand, which increases their productivity and the quality of their work. Additionally, focus allows engineers to minimise distractions and avoid making mistakes, which can save time and resources in the long run.

Being organised is also important in engineering roles because it helps engineers to keep track of information, materials, and deadlines. Engineers often work on multiple projects at the same time, and being organised allows them to manage their time and resources effectively. This can prevent delays and ensure that projects are completed on time and within budget.

Additionally, being organised helps engineers to maintain accurate records and documentation, which is crucial in the engineering field. Engineers need to be able to refer back to previous work and data in order to make informed decisions, and accurate records make this possible.

Furthermore, being focused and organised also helps engineers to communicate effectively with other members of their team and with clients. Engineers often need to present their work and ideas to others, and being focused and organised helps them to present their ideas clearly and confidently.

In summary, being focused and organised is important in engineering roles because it allows engineers to be productive, efficient, and effective in completing tasks and projects, to manage time and resources effectively, to maintain accurate records and documentation, and to communicate effectively with other members of their team and with clients.

This score indicates a low level of the Focused and Organised competency, relative to the chosen norm group for this assessment.

## Teamwork

Score: **5**

Teamwork related to an engineering professional's propensity to form interpersonal connections with their team members. It also determines how effectively they are able to operate within a social group, preferring cooperation to purely individual work.

Teamwork is important in engineering roles because it allows engineers to collaborate and share their expertise to achieve common goals. Engineers often work on projects that are too complex to be completed by a single individual, and teamwork allows them to combine their knowledge and skills to achieve successful outcomes.

When engineers work together as a team, they can share their different perspectives and expertise, which allows them to identify and solve problems more effectively. This is particularly important in the field of engineering, where projects often involve a wide range of disciplines, such as mechanical, electrical, and software engineering. Teamwork allows engineers to bring their different areas of expertise to bear on a problem, resulting in more innovative and effective solutions.

Another key benefit of teamwork is that it allows engineers to divide up the workload and share the responsibility for a project. This can help to reduce the pressure on individual engineers and ensure that everyone is able to work at their best. It also allows engineers to learn from one another, which can help to improve their skills and knowledge over time.

Furthermore, teamwork helps to promote communication and coordination among engineers. Effective communication is essential for ensuring that everyone is on the same page, and that everyone understands the project goals and objectives. Coordination allows engineers to work together seamlessly, ensuring that all the different aspects of the project are aligned and that everyone is working towards the same goal.

Teamwork also helps to promote accountability, which is critical for ensuring that projects are completed on time and within budget. When engineers are working together, they are more likely to hold each other accountable for their work, which can help to ensure that everyone is working to the best of their ability. This is particularly important in large, complex projects where there are many different moving parts and where it can be easy for things to slip through the cracks.

In conclusion, teamwork is important in engineering roles because it allows engineers to collaborate and share their expertise to achieve common goals. Teamwork allows engineers to combine their knowledge and skills to achieve successful outcomes, promotes communication and coordination, and promotes accountability. With the increasing complexity of projects and the need for interdisciplinary collaboration, teamwork has become essential for engineers to deliver successful projects.

This score indicates an average level of Teamwork, relative to the chosen norm group for this assessment.